

## Seniority

The Collective Agreement states: “seniority” means an employee’s aggregate length of service with the employer as determined in accordance with the provisions of the Previous Collective Agreement.

Seniority is NOT the same thing as experience. For more information about experience, see the separate document under FAQ.

Seniority is accrued:

1. For actual time worked, whether the assignment is temporary or continuing, full or part time.
2. TTOCs accrue seniority by either full day or half day, and nineteen full days worked is equivalent to one month and 189 days is equivalent to one year seniority.
3. While on maternity, parental, and extended maternity leave, educational leave, leave for union duties, secondment to the Ministry, long term sick leave, leave for LAIP, compassionate care leave, detached duty, or other professional activities like teacher exchanges, secondment to a Faculty of Education, or leave for teaching with the Department of National Defense, CUSO, CIDA, etc.

Seniority is not accrued for any other leaves in excess of one month.

**Seniority provides job security for layoff: layoffs occur for employees under a certain seniority date.**

**Seniority is the tie breaker when applying for positions: when two or more applicants have the necessary qualifications, the most senior applicant will get the job.**

Seniority is maintained for 24 months from the date of layoff.